

**PAY DIFFERENTIAL 300**  
**CalPERS RECRUITMENT DIFFERENTIAL**

Established: 08/18/04

Revised: 06/06/06

<b>CLASS TITLE</b>	<b>CLASS CODE</b>	<b>CB/ID</b>	<b>RATE</b>	<b>EARNINGS ID</b>	<b>DEPARTMENT</b>
Chief Actuary, Public Employees' Retirement System	5407	M01	Up to 60% of First Year's Annual Base Salary	9K	CalPERS
Chief Investment Officer, Public Employees' Retirement System	4692				
Portfolio Manager, Public Employees' Retirement System (Asset Allocation/Risk Management)	4668				
Portfolio Manager, Public Employees' Retirement System (Alternative Investments)	4657				
Portfolio Manager, Public Employees' Retirement System (Fixed Income)	4670				
Portfolio Manager, Public Employees' Retirement System (Global Equities)	4677				
Portfolio Manager, Public Employees' Retirement System (Real Estate)	4684				
Senior Investment Officer, Public Employees' Retirement System (Alternative Investments)	4664				
Senior Investment Officer, Public Employees' Retirement System (Asset Allocation/Risk Management)	4669				
Senior Investment Officer, Public Employees' Retirement System (Fixed Income)	4676				
Senior Investment Officer, Public Employees' Retirement System (Global Equities)	4681				
Senior Investment Officer, Public Employees' Retirement System (Real Estate)	4691				
Senior Portfolio Manager, Public Employees' Retirement System (Alternative Investments)	4659				
Senior Portfolio Manager, Public Employees' Retirement System (Asset Allocation/Risk Management)	4698				

**SECTION 14:****PAY DIFFERENTIALS**

<b>CLASS TITLE</b>	<b>CLASS CODE</b>	<b>CB/ID</b>	<b>RATE</b>	<b>EARNINGS ID</b>	<b>DEPARTMENT</b>
Senior Portfolio Manager, Public Employees' Retirement System (Fixed Income)	4674	M01	Up to 60% of First Year's Annual Base Salary	9K	CalPERS
Senior Portfolio Manager, Public Employees' Retirement System (Global Equities)	4679				
Senior Portfolio Manager, Public Employees' Retirement System (Real Estate)	4688				

**CRITERIA**

This is a recruitment differential for purposes of attracting and retaining high level executives in the above named classifications. It is a one-time, up-front payment made upon appointment to an eligible classification. It is available only to those hired from outside State service. The amount of the differential in each case would be specific to the individual executive's personal circumstances.

- For Senior Investment Officer, Senior Portfolio Manager, and Portfolio Manager, the Chief Executive Officer, upon recommendation by the Chief Investment Officer, would approve the differential based on the individual's personal circumstances, not to exceed 60 percent of the new hire's first year's base salary.
- For Chief Investment Officer and Chief Actuary, the Chief Executive Officer would approve the differential based on the individual's personal circumstances, not to exceed 60 percent of the new hire's first year's base salary.
- For all classifications, repayment of part or all of the differential would be required in the event the executive does not continue employment with CalPERS for two years, based upon the following prorated schedule:

0 - less than 12 months	100 percent payback
12-24 months	50 percent payback

Any exception to the repayment schedule requires approval of the Chief Executive Officer and/or other approving authority as listed above by classification.

**IF APPLICABLE, SHOULD PAY DIFFERENTIAL BE:**

PRO RATED	No
FLAT RATE	No
SUBJECT TO QUALIFYING PAY PERIOD	No
ALL TIME BASES AND TENURE ELIGIBLE	No
SUBJECT TO PERS DEDUCTION	No

**INCLUSION IN RATE TO CALCULATE THE FOLLOWING BENEFIT PAY**

OVERTIME	No
IDL	No
EIDL	No
NDI	No
LUMP SUM VACATION	No
LUMP SUM SICK	No
LUMP SUM EXTRA	No